



FALL 2020 RECRUITMENT

# APPLICATION GUIDE

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MCGILL STUDENT EMERGENCY RESPONSE TEAM







# WELCOME TO THE MSERT APPLICATION GUIDE!

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This is the 2020-2021 guide for all McGill students interested in joining the McGill Student Emergency Response Team (MSERT). This guide will help you understand the application process, as well as the responsibilities of being a member of MSERT. If you still have questions after reading the entire guide, please email [msert.firstaid@gmail.com](mailto:msert.firstaid@gmail.com) and we'll do our best to make everything clear.



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The McGill Student Emergency Response Team (MSERT) is a student-run volunteer service that provides emergency first aid services to McGill University and the Montreal community. The team is composed of 60+ dedicated members from a variety of backgrounds and academic programs who are certified as Canadian Red Cross First Responders.

MSERT provides first aid coverage to the downtown McGill University campus from 08h30 to 18h00 on weekdays and the McGill residences every evening from 18h00 to 06h00 during Fall and Winter semesters. We also respond to Intramural Sport Games and McGill events such as FROSH, Science Games, Faculty Olympics, and Carnival, as well as greater Montréal events like the Terry Fox Run and the Ovarian Cancer Walk of Hope. This next year, due to COVID-19, our operations may experience some changes as we modify our services to fit with public health guidelines and regulations.

MSERT accepts applications to the team in early September of each academic year. There are two stages to the application process. The first consists of a written application where our goal is to get a sense of who you are and what draws you to MSERT. The second stage consists of sequential interviews conducted in various formats including traditional and scenario-based styles. In between Stage 1 and Stage 2, applicants will also be asked to attend an info session (Stage 2 info session) on first-aid topics. This information may be tested during Stage 2.

After completing Stage 1 and Stage 2, around 24 applicants will be selected to join the team! In the subsequent weeks, MSERT certifies all new team members as a Canadian Red Cross First Responder. This 40-hour course teaches all the skills we use on our shifts from learning how to deliver oxygen to using a Bag-Valve-Mask for resuscitation.

# ABOUT OUR TEAM

A group of five diverse McGill Student Emergency Response Team members are smiling and posing behind a white banner. The banner features a large red caduceus symbol and the text "MCGILL STUDENT EMERGENCY RESPONSE TEAM" in red capital letters. The background is a stone wall.

MCGILL STUDENT EMERGENCY  
RESPONSE TEAM

# ELIGIBILITY



BE A STUDENT AT MCGILL, NOT IN YOUR GRADUATING YEAR



BE WILLING TO OBTAIN A CANADIAN RED CROSS CPR/AED LEVEL C CERTIFICATION

- We recognize that there may be difficulties in obtaining first aid certification. At MSERT, we strive to provide equal access to all applicants and so we have removed what was previously a requirement. All applicants, regardless of experience, are welcome to apply.
- If you already have a Canadian Red Cross CPR/AED Level C Certification (or higher), you will not be required to take this course. For what may count as an equivalent certification, please email [msert.firstaid@gmail.com](mailto:msert.firstaid@gmail.com).



BE WILLING TO OBTAIN A CANADIAN RED CROSS FIRST RESPONDER CERTIFICATION

- To ensure consistent quality, all new recruits will be asked to take this course regardless of any additional certifications the individual may hold.



ENSURE THAT YOU ARE AVAILABLE FOR STAGE 2 SEPT 26 **OR** SEPT 27 (EITHER DAY)

\*Dates are on the following page

- Red dates are mandatory day(s) - (only need to be available one of the two days)
- Blue dates are optional information sessions
- Green dates are for your information

# IMPORTANT DATES

## AUGUST 2020

|    |                                        |    |    |    |    |    |
|----|----------------------------------------|----|----|----|----|----|
| 16 | 17<br>Stage 1<br>Application<br>Opens! | 18 | 19 | 20 | 21 | 22 |
| 23 | 24                                     | 25 | 26 | 27 | 28 | 29 |

## SEPTEMBER 2020

|                                                       |                                  |                                           |                                           |                                                 |    |                                    |
|-------------------------------------------------------|----------------------------------|-------------------------------------------|-------------------------------------------|-------------------------------------------------|----|------------------------------------|
| 30                                                    | 31                               | 1                                         | 2                                         | 3                                               | 4  | 5                                  |
| 6                                                     | 7                                | 8<br>Virtual<br>Meet and<br>Greet         | 9                                         | 10                                              | 11 | 12<br>Virtual<br>Meet and<br>Greet |
| 13                                                    | 14                               | 15                                        | 16<br>Virtual<br>Meet and<br>Greet        | 17                                              | 18 | 19                                 |
| 20<br>Stage 1<br>Application<br>DUE<br>11:59pm<br>EDT | 21<br>Stage 2<br>Info<br>Session | 22                                        | 23<br>Stage 1<br>Result<br>Emails<br>Sent | 24<br>Stage 2<br>Info<br>Session                | 25 | 26<br>Recruitment<br>Stage<br>2    |
| 27<br>Recruitment<br>Stage<br>2                       | 28                               | 29<br>Stage 2<br>Result<br>Emails<br>Sent | 30                                        | OCTOBER<br>1<br>Last day to<br>decline<br>offer |    |                                    |

\*Check back on our social media and website for times closer to the day of!





Before applying for the team, please be aware of the following:

# COMMITMENT REQUIREMENTS

- PLEASE NOTE: While the situation for Fall 2020 is still under consideration given changes due to COVID-19, new members should expect to spend at least 5 hours per month on trainings conducted virtually, with a sharper increase in hours worked in person following the resumption of service and return to Montreal. In past years, active members would dedicate at least 35 hours per month to shifts, training and evaluations from September-April.
- Being a member of MSERT can be incredibly rewarding, as our team is filled with eager, compassionate, and fun volunteers who strive to support the McGill community. However, it is important for all applicants to know that MSERT is also a significant time commitment. Please take the time to consider whether making the commitment to MSERT is the right choice for you.
- Training new MSERT members is a significant endeavor that costs more than \$8,000 from MSERT's operating budget annually.
  - Due to this, it is REQUIRED for all new members to complete 120 hrs of service prior to asking for a leave of absence or termination of their active membership (barring exceptional circumstances, examples of which include physical or mental health-related issues that prevent someone from meeting the requirements of MSERT active membership).
  - If a new member of MSERT is unable to meet the requirement of 120 service hours, that member will have to pay the entirety of their First Responder training fee (approx. \$375).

# STAGE 1

- First, please fill out the online application form by 11:59 pm EDT (Montreal time) on September 20th.
- The application can be found at <http://www.msrt.ca/join> starting August 17th.

Make sure to take your time in answering all the application questions thoughtfully and honestly. Feel free to reach out to [msrt.firstaid@gmail.com](mailto:msrt.firstaid@gmail.com) if there is anything unclear and we'll do our best to help you!

After carefully reviewing all applications from Stage 1, we select approximately 50 applicants to move on to the next stage.





# STAGE 2

For those who move onto Stage 2, you will complete virtual assessments including interviews and skills testing.

Please Note: Prior to Stage 2, you will be asked to view a lesson and demonstration of a first aid related skill. Please attend at least one of the info sessions (September 19, 22, or 24) and review the content covered prior to your Stage 2 time slot.

- In this stage, applicants will take part in sequential interviews as well as demonstrate the skills they learned in the Stage 2 info sessions.
- The interviews may be conducted in various formats from traditional, panel, scenario-based, and puzzle styles.
- This process will take approximately 2 hours to complete.
- A multitude of skills will be evaluated from critical thinking, communication, and leadership.

After carefully reviewing the applicants from Stage 2, we select approximately 24 applicants to join our team! In the time between joining the team and your first shift, you will be asked to:

- Complete and pass the 40-hour Canadian Red Cross First Responder course.



### **What are you looking for in an applicant?**

- There are lots of different qualities that make an excellent responder. If you have a passion for first aid and feel that you would enjoy being a part of our team, we encourage you to apply!

### **How many people apply to MSERT every year and make it past Stage 1? Stage 2?**

- While the number of applicants changes, we usually select around 50 applicants to move onto Stage 2 and about 24 applicants to join MSERT each year.

### **I'm not a Faculty of Science or Nursing student, can I still apply?**

- Yes! Students from all faculties are welcome to apply. MSERT responders come from a variety of faculties including Arts, Engineering, and Management.

### **Is there anything that I can do leading up to recruitment that would help me prepare for it?**

- Yes! For Stage 1, the application may take some time so write so be sure to start early and leave yourself enough time to proofread all your answers. We would also highly recommend attending the Stage 2 info session regardless of if you know if you're moving on to Stage 2 so that you have more time to learn the material covered.

### **I don't have any experience. I've never worked as a First Responder, lifeguard, or any related medical positions. Do I need prior experience to join MSERT?**

- You are not required or expected to have prior experience to join MSERT. We provide a First Responder course for new responders and will teach members any skills they need to know!



**FREQUENTLY ASKED QUESTIONS?**

### **I already have my First Responder certification. Do I still need to take the First Responder course once I make the team?**

- Yes! For purposes of consistency, all of our responders are required to take the FR certification course once they make the team.

### **How do I know if my certification is equivalent to the Canadian Red Cross CPR/AED Level C?**

- Great question! Typically if the course covers all the following content as well as have been from one of the other 4 national first aid providers (Canadian Ski Patrol, Lifesaving Society, St. John Ambulance, Heart and Stroke) then it is equivalent. Feel free to email us to check though!

### **Will I ever respond alone?**

- Members always respond in pairs during overnight residence shifts and special shifts.

### **Do I have to pay for the First Responder Training?**

- MSERT will subsidize training costs for all new responders. However, we do require that new responders complete a certain number of shift hours. If you are unable to meet this requirement, we will ask that you reimburse us for the course.
- If a new member of MSERT is unable to meet the requirement of 120 service hours, then that member will be expected to reimburse us for the entirety of their First Responder training fees.

### **Are MSERT responders paid?**

- No, MSERT members are not paid as it is a volunteer service. Despite this, many of our members find that being part of the team community and responding is a rewarding experience.



# **FREQUENTLY ASKED QUESTIONS?**





# CONTACT US

To learn more about the team, who we are, and what we do, feel free to stop by our virtual meet and greets! More information about this dates will be posted on our website, Facebook, and Instagram pages in August.

Feel free to email us at [minsert.firstaid@gmail.ca](mailto:minsert.firstaid@gmail.ca) for any additional questions. We look forward to seeing you at our recruitment!

Office Location: We are in the process of moving into a new office space so please check back with us in September where the address will be updated on our website!

